



## MINNESOTA

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### Program Overview

In July 2005, Minnesota initiated a performance-based compensation program called Quality Compensation or Q Comp. Q Comp is a voluntary initiative designed around five major program components:

- **Career ladders for teachers.** Teachers can earn compensation or release time for assuming additional responsibilities.
- **Job-embedded professional development.** Schools must provide professional development opportunities aligned with state requirements.
- **Instructional observations and standards-based assessments.** Districts must evaluate teachers based on multiple evaluations that rely on multiple criteria and more than one evaluator.
- **Student achievement measures.** The program includes a requirement that at least 60 percent of teacher pay increases rely on measures of student achievement.
- **Alternative compensation for teachers.** Q Comp requires that districts negotiate a new salary schedule with teachers.

The state awards each district a minimum of \$190 per student, and local levy taxes provide an additional \$70 per student. Charter schools receive the full \$260 per student from the state because they are unable to impose levy taxes.

The basis for teacher evaluations is a set of criteria developed by a locally selected evaluation team. This team establishes a common rating system used by all evaluators, determines student achievement goals for teachers, and identifies other goals the district wants to include as part of its teacher performance award. Evaluators conduct evaluations at least three times throughout the year. Currently, 39 school districts and 21 charter schools participate in Q Comp for the 2007–08 year. An additional 130 districts have expressed interest in participating in the future.

### Program Information

- [Minnesota Q Comp Program Components](#)
- [Minnesota Q Comp Frequently Asked Questions](#)



- [Minnesota Q Comp Participating Districts](#)

### Select Articles and Reports

- *Education Week*. (November 18, 2008). [Case Studies Detail Districts' Personnel Challenges](#)
- Wahlstrom, K.L., Sheldon, T.D., & Peterson, K.A. (2006). [Implementation of the Quality Compensation Program \(Q Comp\): A Formative Evaluation](#).
- Minnesota Department of Education. (2007). [Current Topic: Q Comp](#).